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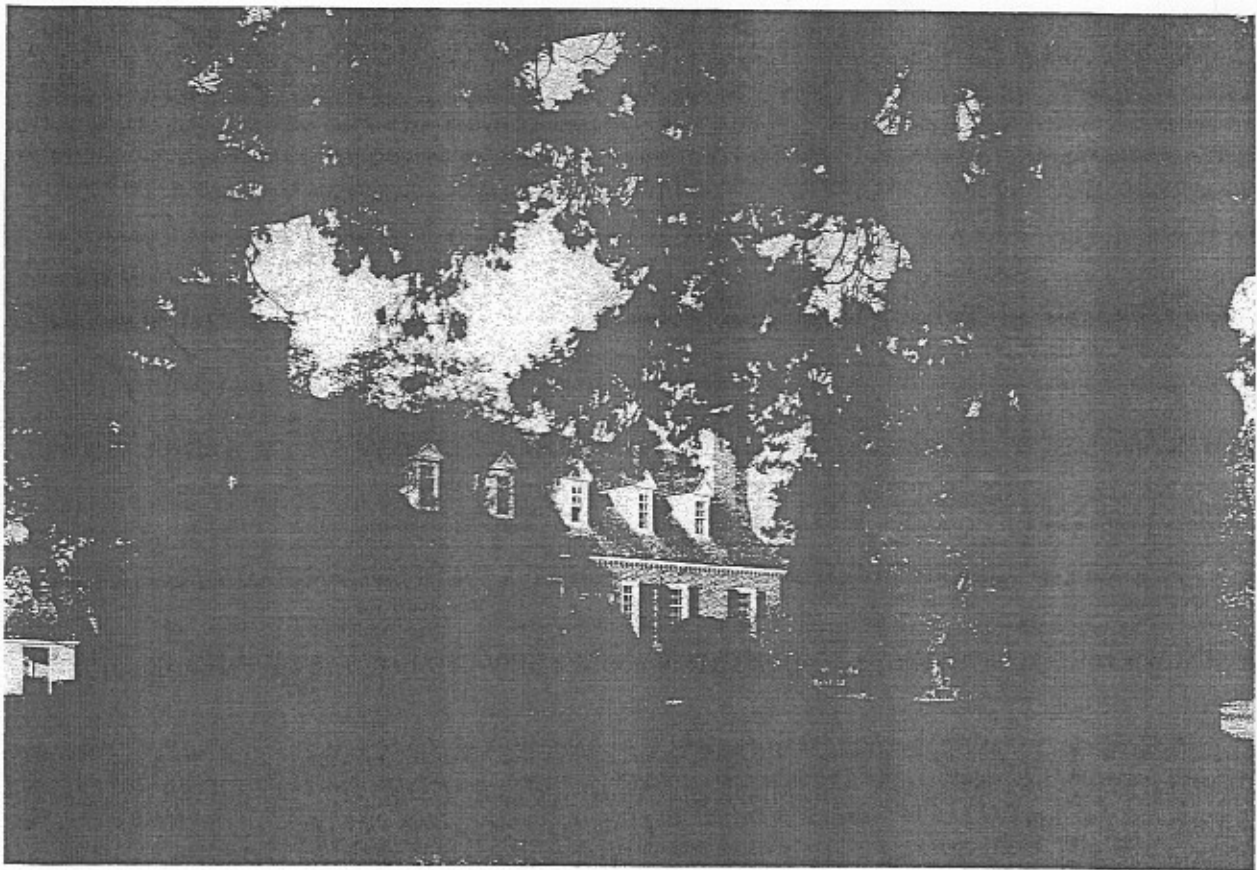
STRATEGIC PLAN

for

**GEORGE WASHINGTON BIRTHPLACE
NATIONAL MONUMENT**

FISCAL YEAR 2001 – 2005

(October 1, 2000 – September 30, 2005)



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Strategic Plan

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**GEORGE WASHINGTON BIRTHPLACE
NATIONAL MONUMENT**

Approved: _____

David P. Herrera, Acting Superintendent

April 15, 2000

Date

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Ia Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Ib The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Goal Category II Provide for the Public Use and Enjoyment and Visitor Experience of Parks

Ila Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

Ilb Park visitors and the general public understand and appreciate the preservation of and its resources for this and future generations.

Goal Category III Strengthen and Preserve Natural and Cultural Resources and Enhance Recreational Opportunities Managed by Partners

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I. INTRODUCTION

About This Plan

This is the Strategic Plan for George Washington Birthplace National Monument, a unit of the National Park System, administered by the National Park Service, U.S. Department of the Interior. Our Plan includes our mission statement, derived from the legislation establishing and affecting this park. It contains our goals organized under goal categories and mission goals (the "in perpetuity" goals that encompass everything we do). It also contains long-term goals that describe in quantified, measurable ways examples of what we plan to achieve in the six-year period covered by this plan, October 1, 2000 through September 30, 2005, federal fiscal years FY2001-2005.

The content and organization of this Plan relates to the process established by the National Park Service under the Government Performance and Results Act of 1993 (GPRA) [see following sections]. Additional copies of this Strategic Plan are available by visiting or writing park headquarters at 1732 Popes Creek Road, Washington's Birthplace, VA 22443. We welcome questions and comments, which should be addressed to the Superintendent at this address.

The Plan also contains a general section on "Strategies" on how goals will be accomplished," that briefly sketches the organization, facilities, and financial resources available to achieve the plan's long-term goals. There is a brief discussion of "Key External" Factors" that could positively or negatively affect goal achievement. Each long-term has one or more explanatory paragraphs that give background, detail, and other information useful to help the reader understand the goal as well as how the goal will be accomplished. After these goal explanations, there is an overview of how results will be measured. Finally, there is a listing of those who were consulted in the development of the plan and a list of plan preparers.

Each year that this Strategic Plan is in effect there also will be an Annual Performance Plan covering one year increments of each long-term goal. The Annual Performance Plan will be available by January 1st each year. In addition to the Annual Performance Plan, we also use internal management documents to guide daily operations throughout the year. They detail the specific activities, services, and products that will be carried out or produced to accomplish goal results, and the dollars and people that will do it.

The George Washington Birthplace National Monument

The George Washington Birthplace National Monument is a vital part of America's national system of parks, monuments, battlefields, recreation areas, and other natural and cultural resources. Established by *Act of Congress* in 1930, the George Washington Birthplace National Monument is located in. Containing 550 acres, the park preserves the birthplace and family gravesite of George Washington in perpetuity and makes this valuable part of America's heritage available to over 100,000 visitors each year for their experience, enjoyment, understanding, and appreciation.

The National Park Service

The National Park Service (NPS), established in 1916, preserves outstanding examples of the best of America's natural, cultural, and recreational resources for the enjoyment, education, and inspiration of this and future generations. These resources of national significance constitute a significant part of America's heritage, character, and future. The National Park System consists of 379 units park units located in nearly every state and territory of the nation. The National Park Service not only directly preserves these treasures, it also makes them available to millions of visitors from throughout the country and the world

every year. NPS also has legislated responsibilities for natural and cultural resource conservation outside national parks in partnership with state and local governments, tribes, and non-profit organizations. These programs provide a variety of technical and/or financial assistance.

In consultation with Congress, OMB and other interested parties, the NPS developed its own implementation process to comply with the Government Performance and Results Act of 1993 (GPRA). Using an 8-step process, the NPS developed its first *Strategic Plan* in 1997. A copy of the current plan is available for review at George Washington Birthplace National Monument. It is also available on the Internet at <http://www.nps.gov/planning>.

As part of its GPRA implementation process, NPS decided that each of its component parks, programs, and offices would develop and submit their own Strategic Plans, Annual Performance Plans, and Annual Performance Reports. These plans address applicable long-term goals in the NPS *Strategic Plan* and may add goals specific to their own legislative mandates, missions, resources, visitor services, and issues needs. The local plans are generally a blend of national and local missions and goals.

Government Performance and Results Act of 1993 (GPRA)

GPRA is one of the most recent and comprehensive of a number of laws and executive orders directing federal agencies to join the "*performance management revolution*" already embraced by private industry and many local, state, and national governments.

In a nutshell, *performance management* uses performance goals based on an organization's primary mission to guide daily actions and expenditures. Importantly, goals must be quantifiable and measurable results or outcomes, rather than efforts or outputs such as activities, services, and products. The established and proven performance management approach is to ***establish goals – allocate resources to accomplish those goals – take action/do the work – measure results – evaluate and report performance – use evaluation to adjust goals and reallocate resources – and continue the loop.*** This process sharpens our focus on accomplishing our mission in the most efficient and effective ways, and holds managers and employees accountable on a clear and measurable basis.

The approach seems so elegantly simple and logical that one is compelled to ask, "Isn't that what everyone is already doing?" In fact, most federal agencies have not traditionally done business this way. They have been funded by programs and activities rather than by goals. Too often they have conducted business year after year based on what they have always routinely done, rather than in pursuit of mission-oriented goals. Too often they have not measured their performance in terms of results achieved, but rather in level of activities conducted, products produced, or services provided – if they have measured performance at all. And too often managers and employees have not been held accountable for their performance in achieving concrete, results-oriented goals, and have not communicated the outcomes of their work to their important constituencies – the American people, the Congress, even the President. So performance management, as embodied in GPRA, is new, revolutionary, and vitally important to a more effective, efficient, and credible federal government.

This Plan is much more than just a response to legislative mandate, however. The law was a catalyst that caused the park staff to reexamine daily activities and routine products and services, as well as funding and staffing expended to accomplish them. It motivated and energized us to make sure these things are aligned with the mission of the National Park Service and the George Washington Birthplace National Monument, and the long-term goals established to achieve those missions. The results, we believe, will be better planning, better management, and better communication among ourselves and with all of our constituencies and stakeholders, about where we are, where we need to be, and how we are going to get there most effectively and efficiently.

II. MISSION

George Washington Birthplace National Monument preserves, protects, and interprets the cultural and natural resources associated with the birth and early life of George Washington. The archaeological remains and the commemorative landscape are maintained and employed to preserve the memory of George Washington and to enhance public understanding that George Washington was the transcendent leader of the American revolutionary era whose actions were crucial to the establishment of the United States as an independent nation founded on the principles of personal liberty.

The mission statement of the National Park Service at George Washington Birthplace National Monument grows from the park's legislated mandate found in the Act of Congress enacted January 23, 1930 (46 Stat. 58) which established the park and set apart sufficient lands "for the preservation of the historical associations connected therewith, for the benefit and enjoyment of the people..."

Our mission statement is a synthesis of our mandated purpose and the park's primary significance.

III. STRATEGIES: Accomplishing Goals

We plan to accomplish our goals using the park staff, facilities, and financial resources summarized below. These paragraphs should give our partners, stakeholders, and the public a better understanding of what we are trying to accomplish, and how we plan to do it.

Organization

Acting Superintendent *Dave Herrera* leads the park staff. Staff is organized into three operating divisions: Interpretation and Resource Management, Maintenance, and Administration. Staff expertise and specialties include six permanent park rangers, one biologist, and a commissioned ranger. There are four seasonal (temporary) park rangers working in interpretation. There are four seasonal maintenance workers.

Our staff will be supplemented and/or supported by assistance or expertise from various other NPS parks and central offices, and/or other partners or organizations. Staff from the National Park Service's Philadelphia Support Office will work with us to assess and improve our interpretive programming for Goal IIb1. The Northeast Cultural Resource Center and the Philadelphia Support Office will help us to inventory and evaluate our historic cultural landscapes and archeological resources for Goals IIb for better data on which to make informed decisions about our resources. In addition to helping accomplish education and visitor service goals through literature sales and donation, the George Washington Birthplace National Memorial Association will provide two sales clerks at the park visitor center.

Facilities

Park facilities for accomplishing our goals include: a visitor center with several exhibits including a display of archaeological material found at the site, an AV auditorium, and a Gift Shop where interpretive literature and items are sold. There are also 3.1 miles of hiking trails, 7.3 miles of roads, one central maintenance facility, main park headquarters which includes the visitor center, two employee housing units for on-site protection and management of park resources. A historic area including a memorial house, colonial kitchen, spinning and weaving shop and a craft shop. The park staff also keep a small collection of sheep, cattle, horses, and hogs to heighten the awareness of colonial farming.

Financial Resources

Financial resources available to achieve the park's goals include an annual base operating budget of approximately \$1,100,000 which funds a work force of 20 permanent positions, and 13 seasonal positions. This work force will be supplemented annually by approximately 1300 hours of Volunteers-in-Parks service, and special project and program funds distributed by the National Park Service regional and Washington offices. Achieving our goal performance targets is critically dependent on our base funding and on these additional project funds, volunteer assistance, partnerships and donations. Therefore, in order to plan and organize our goals and the work to accomplish them, all funding and staffing sources and major alternative sources of support and work, have been estimated and included in developing our Plan.

Please note that the goals in this plan assume a "flat budget." Other than increases for inflation, we assumed no major increases in funding. Where increases in appropriations were known or are likely, they were taken into account. Where other funding sources (donations, fee revenues, etc.) were "reasonably assured", they too were taken into consideration when setting performance targets. Obviously, limits on funding constrain what can be accomplished toward our goals and mission. GPRA, however, is distinctly not about discussing budget shortfalls or requesting or justifying additional funding. Rather it is about

planning, managing, and communicating what we can accomplish with what we already have. Performance target numbers speak for themselves about how well funded we are to accomplish our mission, and where targets are low, additional budget discussions might be generated. But this is not the primary purpose of the plan.

We would, however, be remiss in our duties as stewards of the priceless natural and cultural resources that are in our care if we did not duly note that we sincerely believe we are under-funded and understaffed to fully achieve our important mission and goals. We also recognize, however, that we are but one of many worthwhile federal enterprises which compete for scarce tax dollars, and we are pursuing a wide variety of alternative management, funding, and staffing scenarios to supplement our appropriations. In the meantime, we welcome the opportunity to respond to the requirements of GPRA with this *Strategic Plan* and its companion documents to better plan, manage, and communicate how - and how well - we are achieving our mission through performance goals supported by existing, and largely flat, levels of funding.

Program Evaluations

In 1999, the park staff in cooperation with the Philadelphia Support Office, completed a Cultural Landscape Report that extensively analyzed the park's landscape and determined needed changes. These recommendations were evaluated and used in the preparation of the GPRA Strategic Plan. The park staff also extensively reviewed interpretive and educational programs to complete a Comprehensive Interpretive Plan in 1999 which was used in the preparation of this plan. A Collections Management Report was completed in 1994. The reports recommendations are reflected in this plan. The exotic plants and protected wildlife have been monitored in recent years through field observations. This information helped in determining the goals identified in the new strategic plan. And finally, the park staff finished a thorough analysis of the condition of park structures and facilities in 1999 which assisted in the preparation of the plan.

IV. KEY EXTERNAL FACTORS

Park management and staff can plan, manage, and control much of what occurs in the park. Sometimes they can influence factors external to park boundaries that affect the park. Other factors, such as natural events, are beyond managing or influencing. All of these things can negatively or positively affect goal outcomes. A few of the most important or most likely are briefly identified below. This is not an exhaustive list but simply those factors that are most likely to influence outcomes at the time this plan was written.

The visitation of George Washington Birthplace National Monument has remained relatively constant at approximately 100,000 visitors annually for the past few years and is expected to gradually rise in the near future. The site today is surrounded by farm land. Since this land was either farmed or undeveloped during the historic period, it provides a ideal compliment to the site. Unless the farm economy in the surrounding counties changes dramatically or urban growth invades these areas, the park will be protected from threatening new developments.

Additional factors affecting performance include:

- The cost of maintaining and restoring natural and cultural resources are escalating.
- Our resident bald eagles have improved and are now a stable population due to the healthy environment of the park.
- Exotic species continue to invade, expand, and establish within the site.
- The implementation of new programs that emphasize wise use of limited resources and sustainable practices.
- A significant increase in the number of projects requiring compliance reviews under the National Environmental Policy Act and/or Section 106 of the Historic Preservation Act
- The National Parks and Omnibus Act of 1998 (Public Law 105-391) established major new responsibilities for concessions management, employee training and career development, natural resources inventory and monitoring, and cooperative research studies.

V. GOALS

Goal Categories and Mission Goals

The NPS performance management process requires all units of the NPS to organize goals and efforts under four goal categories in broad, nationwide, "in perpetuity" mission goals that state ideal future conditions. These mission goals encompass all we do and a brief explanation about each one is below.

Goal Category I Preserve Park Resources

This category addresses all goals that relate to the condition of natural and cultural resources and the acquisition of knowledge from and about them. It includes the concepts of biological and cultural diversity to ensure park resources are preserved and interpreted in relationship to the broader ecosystem and cultural context that extend beyond the park to nearby lands. Park cultural context means that park resources are managed in relation to other historical events or cultural processes.

The long-term goals related to this category are shown in the next section and include the protection, restoration, or maintenance of ecosystems, rare or endangered plant and animal populations, archeological and ethnographic resources, historic structures and cultural landscapes, museum objects, and research collections. Mission Goal Ia focuses on the condition of these resources. Mission Goal Ib on obtaining and using scholarly and scientific knowledge about resources to make better informed decisions.

Ia Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Ib The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Goal Category II Provide for the Public Use and Enjoyment and Visitor Experience of Parks

This category includes all goals for visitor satisfaction, enjoyment, safety, appreciation, and understanding. It includes the mandate found in the NPS Organic Act "to provide for the enjoyment of the [resources] in such manner and by such means as will leave them unimpaired for the enjoyment of future generations."

The long-term goals related to this category are shown below and include programs, facilities, services, and recreational opportunities affecting the enjoyment, understanding and safety of visitors from all over the nation and the world. Mission Goal IIa covers facilities and services such as visitor centers, campgrounds, road and trails, recreational opportunities and keeping visitors safe. Mission Goal IIb is about helping visitors learn more about park resources and significance so they will enjoy their visit more, support preserving this country's heritage, and gain a better understanding of the experiences and peoples that built this nation.

IIa Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

IIb Park visitors and the general public understand and appreciate the preservation of and its resources for this and future generations.

Goal Category III Strengthen and Preserve Natural and Cultural Resources and Enhance Recreational Opportunities Managed by Partners

(This mission goal refers to the legislated NPS partnership programs that assist others outside of park units to preserve our natural and cultural and recreational resources.)

Goal Category IV Ensure Organizational Effectiveness

This category includes all goals that support the mission of the park and the NPS, and the focus is on governmental processes rather than the results. Goals in this category measure various workplace standards and cover those things that will help us be more responsive, efficient, effective, and accountable.

IVa The National Park Service uses current management practices, systems, and technologies to accomplish its mission.

IVb The National Park Service increases its managerial capabilities through initiatives and support from other agencies, organizations, and individuals.

Long-Term Goals

Long-term goals are examples of how we will make progress toward the mission goals above, and how we will contribute to nationwide NPS goals during the period of this Plan. The numbering sequence for long-term goals follows that of the NPS Servicewide plan so that our contributions can "roll up nationally" into NPS accomplishments. Goal numbers may not be consecutive - where numbers are left out, an NPS goal does not apply to George Washington Birthplace National Monument. Associated goals that are similar to NPS goals but not identical with NPS criteria, optional goals, and goals specific to this park contain a zero (0) or an X in the number. Goal categories and mission goals are in regular type. Each year, by January 1st we will also produce an Annual Performance Plan that shows how much of each long-term goal we intend to accomplish during that fiscal year. We will assess what we actually accomplished in an Annual Performance Report at the end of each fiscal year.

1a07 By September 30, 2005, 4 (100%) of 4 George Washington Birthplace NM cultural landscapes not on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 are in good condition.

Through mowing, weeding, prescribed fire, and selective planting the park staff will continue to maintain the existing cultural landscape to preserve those important features that give character and integrity to the historic scene of the site.

Goal achievement will be monitored, measured, and verified by on the ground inspection, photo documentation, and a project completion report.

1a1B By September 30, 2005, (100%) of 10 acres of George Washington Birthplace NM's targeted lands impacted by exotic vegetation, as of FY 1999, are contained.

George Washington Birthplace National Monument has 10 acres of land identified in its 1999 Resource Management Plan that have been disturbed by previous physical development. One acre of *Phragmites Australis* exists at the Potomac River Beach site within the park. Nine acres of autumn olive exists in various locations among the pine trees on the park land that lies east of the privately owned Muse property. New growth will be removed to contain the older stands of exotic plants while further reductions will be made as funding and other resources are available.

Goal achievement will be monitored, measured, and verified by on the ground inspection, photo documentation, and a project completion report.

1a2B By September 30, 2005, 1 (100%) of George Washington Birthplace NM's 1 identified population of federally listed threatened and endangered species with critical habitat on park lands and/or requiring NPS recovery actions, as of 1999, have a stable status.

Goal achievement will be monitored, measured, and verified by on the ground inspection, photo documentation, or a project completion report.

1a5 Historic Structures – By September 30, 2005, 17 structures (89%) of George Washington Birthplace National Monument's 19 historic structures on the 1999 List of Classified Structures are in good condition.

The park has a total of 19 structures on the List of Classified Structures, the NPS official inventory and database of importance historic structures, as of the end of 1999, the baseline year for this goal. 15 of those structures were already determined to be in good condition, i.e. requiring only

routine and cyclic maintenance, but no major repair or rehabilitation. FY 2001 work will include all routine maintenance to keep the nine structures in good condition.

Measuring goal achievement and verification of measures will be by one-the-ground inspection, photo documentation, completion reports, and inspection by park staff.

Ia6 Museum Collections – By September 30, 2005 206 (73.4%) of 281 applicable preservation and protection standards for George Washington Birthplace National Monument museum collections are met.

The park staff intends to properly store, catalogue, record, and protect through environmental controls the valuable collection of archaeological artifacts and museum objects.

Goal achievement will be monitored, measured, and verified by on the ground inspection, photo documentation, and a project completion report.

Ib01 By September 30, 2005, develop 30% of outstanding data sets identified in 1999 of basic natural resource inventories for George Washington Birthplace National Monument.

The park Natural Resource Specialist using the approved Resource Management Plan has identified thirteen data sets that need to be developed. These data sets will be developed by coordinating with state biologists and examining existing state inventories for the area. Coordination with selected universities for assistance through student internships to complete data sets will be explored. When needed, professional expertise will be contracted to complete data sets. The park Natural Resource Specialist will maintain close coordination with the System Support Office Natural Resource Specialist throughout the inventory process.

Completed inventories will be maintained and monitored and verifies by on the ground inspection, photo documentation, and a project completion report to determine increases or decreases of species.

Ib2A By September 30, 2005, the number of George Washington Birthplace NM archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 0 in FY 1999 to 3 (30% increase).

The park will coordinate with the Regional Archeologist and Cluster Archeological Site Inventory Coordinator to identify, evaluate and include park archeological sites in the ASMIS. Goal achievement will be monitored, measured and verified by photo documentation and project completion reports.

Ib2C By September 30, 2005, all 19 (100%) of George Washington Birthplace NM historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.

Park staff will work with System Support Office LCS Coordinator to complete annual questionnaire and inventory for each LCS entry to keep the data records for each park structure updated and current. Park staff will measure achievement of goal by maintaining a completed updated record for each park LCS.

Ib3 By September 30, 2005, George Washington Birthplace NM has identified its vital signs for natural resource monitoring.

The park's Natural Resource Specialist will meet with other Northeast Coastal and Barrier Group resource managers and outside experts in facilitated scoping workshops to identify those vital

signs of the park ecosystem. These vital signs are indicators of the key ecological processes which, collectively, capture the function of a healthy park ecosystem and are the first step in tracking the status and trends of NPS natural resources. Vital signs are the basis to define healthy conditions of park resources.

The goal will be accomplished by participating in scoping sessions to develop a comprehensive conceptual model of the park's ecosystem. Following identification of vital signs, parks in the group will work together and with adjacent agencies and partners to develop a multi-park monitoring plan. Parks will establish protocols for monitoring the select vital signs.

Ila1 By September 30, 2005, 95% of visitors to George Washington Birthplace NM are satisfied with appropriate park facilities, services, and recreational opportunities.

The park will utilize the Visitor Survey Cards during the designated month of July to get feedback from park visitors and measure their satisfaction with facilities, services and recreational opportunities. Park staff will be working to keep buildings, grounds, roads and trails in good condition for visitor use. Required services and appropriate recreational opportunities will be provided for visitors by park staff.

Ila2 By September 30, 2005, visitor accidents at George Washington Birthplace NM are reduced or maintained at the FY1992-FY1996 five-year average of 2.

Park interpretive staff will provide safety messages to visitors both in written interpretive materials and in personal services. The park maintenance staff will keep buildings, grounds, roads and trails maintained in a safe condition to reduce or eliminate potential hazards. Visitor accidents will be reviewed for possible corrective actions that can be taken to prevent further incidents. Accidents that occur will be investigated and recorded to maintain a standard of measure for comparability with FY1996-FY1999 five year average.

Ilb1 By September 30, 2005, 95% of George Washington Birthplace NM visitors understand and appreciate the significance of the park.

The park will utilize the Visitor Survey Cards during the designated month of July to get feedback from park visitors and measure their understanding/appreciation of the park's significance. Park interpretive staff will present theme related interpretive programs and special interpretive events. Non-personal interpretive media of the park's web page, movie, flyers, bulletins, and press releases will provide information about the park's significance.

Ilb1X By September 30, 2005, 70% of 4,950 participants in George Washington Birthplace NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs.

Formal curriculum based interpretive educational programs linking park themes to national standards and state standards of learning will be presented to requesting on-site school groups. The programs include pre-visit and post-visit materials to supplement the hands-on activities given by rangers at the park. Goal achievement will be measured through teacher/student evaluation, students passing standards of learning and teachers returning the following years for the programs.

Iva3A By September 30, 2005, 100% of George Washington Birthplace NM employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Employee work and performance will continue to be linked to the park's GPRA goals. Position Descriptions and Annual Work Plans will be more accurately described in terms of the results to be achieved to meet the stated GPRA goals.

Iva4A By September 30, 2005, the number of George Washington Birthplace NM permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at the FY1999 level of 2.

The park staff will continue to recruit diverse candidates when vacancies occur. Agencies and organizations will be contacted to solicit applicants or assistance in locating diverse applicants for park jobs.

Iva4B By September 30, 2005, the total number of George Washington Birthplace NM temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 60%.

Efforts will continue to seek female and diverse applicants to maintain the park's current level of diversity.

Iva4C By September 30, 2005, the number of George Washington Birthplace NM permanent positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).

The park staff will establish contacts with state and local agencies working with the people with disabilities to recruit applicants for park vacancies.

Iva4D By September 30, 2005, the number of George Washington Birthplace NM temporary/seasonal positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).

Efforts described above will also apply to vacancies for seasonal positions.

Iva6A By September 30, 2005, the number of George Washington Birthplace NM employee lost-time injuries is reduced from the FY1992-FY1996 five-year annual average of 6.

Park management will continue to stress the importance of preventing injuries to employees through education, analysis of work assignments, use of the right equipment and personal protective equipment.

Iva6B By September 30, 2005, the number of George Washington Birthplace NM hours of Continuation of Pay will be at or below 73.2.

In addition to preventing injuries from occurring to park employees, when injuries occur employees will be encouraged to return to work to perform "light duties."

Ivb1 By September 30, 2005, 2005, the number of George Washington Birthplace NM volunteer hours is increased from 1317 in FY1997 to 1905 (44.7% increase).

The park staff will attempt to increase the use of volunteers by better defining the work that can be done by them, seeking new recruitment resources overlooked in the past as a means of finding volunteers, and better evaluating the performance of volunteers and the recognition of them. These measures are intended to find volunteers truly interested in proposed work assignments and helping volunteers to find more rewarding work and rewarding those volunteers to encourage their continued participation.

lvb2A By September 30, 2005, cash donations to George Washington Birthplace NM are increased from \$170.00 in FY1997 to \$176.00 (3.6% increase)

The park staff will evaluate the current methods used to encourage donations to park programs.

VI. MEASURING RESULTS

The park recently completed a complete inventory of the condition of all park facilities. This inventory will be used to periodically evaluate the conditions of these facilities to measure their improvement or deterioration. This information will also be used to prioritize the need for maintenance and restoration work. Similar information is contained in the park's maintenance management software which contains years of data with regard to the condition of park facilities. This information will also be used to track the condition of our facilities. The park visitor survey form will continue to be used to measure visitor satisfaction with our services and facilities and to assess the level of understanding visitors have of the resource after their visit. At least annually, park staff and others will sample the park's archaeological and museum objects to evaluate their condition. Park staff will continue their efforts to control pests and monitor environmental conditions of the storage areas. Measures of the stability of eagles or containment of exotic plants will be done by field observations until the park receives GIS and GPS assistance.

The park staff will continue using the Servicewide visitor survey to determine the satisfaction of our visitors with park facilities, services and programs. Since the park currently does not have GIS information to map park resources, an estimation will be made of the acres contained or eradicated of exotic species. The condition of historic structures will be evaluated annually by on site inspections by the park maintenance staff.

VII. STRATEGIC PLAN PREPARERS

The following park staff members were involved in preparing this Strategic Plan:

Dave Herrera, Acting Superintendent
Mimi Woodward, Administrative Officer
Larry Trombello, Chief, I & RM
Wayne Sanders, Chief, Maintenance
John J. Frye, Supervisory Park Ranger
John B. Storke, Water Plant Operator
Martha R. Walker, Supervisory Park Ranger
Linda M. George, Office Automation Assistant

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: 1a07	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 33.1% of the cultural landscapes not on the 1999 Cultural Landscape Inventory with condition information are in good condition.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 4 (100%) of 4 George Washington Birthplace NM cultural landscapes not on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 are in good condition.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Cultural Landscape	Unit Measure: Cultural Landscape	Condition (Desired): Good	Total # Units in Baseline: 4	Status in base yr. (# Meeting Condition). 4	
Projected Performance Target, end of strategic planning period: 4					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 4 (100%) of 4 George Washington Birthplace NM cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 4 (100%) of 4 George Washington Birthplace NM cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 4 (100%) of 4 George Washington Birthplace NM cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 4 (100%) of 4 George Washington Birthplace NM cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 4 (100%) of 4 George Washington Birthplace NM cultural landscapes **not** on the National Park Service Cultural Landscapes Inventory (CLI) as of the end of FY 1999 continue to maintain good condition.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: 1a1B	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, Exotic vegetation on 6.3% of targeted acres of parkland (167,500 of 2,656,700 acres) is contained.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, (100%) of 10 acres of George Washington Birthplace NM's lands impacted by exotic vegetation, as of FY 1999, are contained.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Park Lands	Unit Measure: Acre	Condition (Desired): Contained	Total # Units in Baseline: 10	Status in base yr. (# Meeting Condition). 0	
Projected Performance Target, end of strategic planning period: 20%					

FY01 Performance Plan Annual Goal text: By September 30, 2001, exotic vegetation on 20% (2) of targeted acres of parkland at George Washington Birthplace NM is contained.

FY02 Performance Plan Annual Goal text: By September 30, 2002, exotic vegetation on 40% (4) of targeted acres of parkland at George Washington Birthplace NM is contained.

FY03 Performance Plan Annual Goal text: By September 30, 2003, exotic vegetation on 60% (6) of targeted acres of parkland at George Washington Birthplace NM is contained.

FY04 Performance Plan Annual Goal text: By September 30, 2004, exotic vegetation on 80% (8) of targeted acres of parkland at George Washington Birthplace NM is contained.

FY05 Performance Plan Annual Goal text: By September 30, 2005, exotic vegetation on 100% (10) of targeted acres of parkland at George Washington Birthplace NM is contained.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: la2B	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 19% of the 1999 identified park populations (84 of 442) of federally listed threatened and endangered species with critical habitat on park lands or requiring NPS recovery actions have an improved status, and an additional 18.1% (80 of 442) have stable populations.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 1 (100%) of George Washington Birthplace NM's 1 identified population of federally listed threatened and endangered species with critical habitat on park lands and/or requiring NPS recovery actions, as of 1999, have a stable status.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Status	Unit Measure: Species	Condition (Desired): Improving	Total # Units in Baseline: 1	Status in base yr. (# Meeting Condition). 1	
Projected Performance Target, end of strategic planning period: 1					

FY01 Performance Plan Annual Goal text: By September 30, 2001, bald eagle population continues to maintain stable status at George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, bald eagle population continues to maintain stable status at George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, bald eagle population continues to maintain stable status at George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, bald eagle population continues to maintain stable status at George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, bald eagle population continues to maintain stable status at George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: 1a5	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 89% (17 of 19 structures) of the historic structures at George Washington Birthplace NM on the 1999 List of Classified Structures are in good condition.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Condition	Unit Measure: Structure	Condition (Desired): Good	Total # Units in Baseline: 19	Status in base yr. (# Meeting Condition). 15	
Projected Performance Target, end of strategic planning period: 17					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 89% of the historic structures at George Washington Birthplace NM, listed on the 1999 LCS are in good condition. (17 of 19 structures)

FY02 Performance Plan Annual Goal text: By September 30, 2002, 89% of the historic structures at George Washington Birthplace NM, listed on the 1999 LCS are in good condition. (17 of 19 structures)

FY03 Performance Plan Annual Goal text: By September 30, 2003, 89% of the historic structures at George Washington Birthplace NM, listed on the 1999 LCS are in good condition. (17 of 19 structures)

FY04 Performance Plan Annual Goal text: By September 30, 2004, 89% of the historic structures at George Washington Birthplace NM, listed on the 1999 LCS are in good condition. (17 of 19 structures)

FY05 Performance Plan Annual Goal text: By September 30, 2005, 89% of the historic structures at George Washington Birthplace NM, listed on the 1999 LCS are in good condition. (17 of 19 structures)

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: 1a6	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 206 (73.4%) of 281 applicable preservation and protection standards for George Washington Birthplace NM's museum collections are met.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Standards met	Unit Measure: Standard	Condition (Desired): Standards met	Total # Units in Baseline: 281	Status in base yr. (# Meeting Condition). 180	
Projected Performance Target, end of strategic planning period: 206					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 65.8% (182) of preservation and protection standards for park museum collections at George Washington Birthplace NM are met.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 66.2% (186) of preservation and protection standards for park museum collections at George Washington Birthplace NM are met.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 68% (191) of preservation and protection standards for park museum collections at George Washington Birthplace NM are met.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 70.8% (199) of preservation and protection standards for park museum collections at George Washington Birthplace NM are met.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 73.4% (206) of preservation and protection standards for park museum collections at George Washington Birthplace NM are met.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: Ib01	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, acquire or develop 87% of the 2527 outstanding data sets identified in 1999 of basic natural resource inventories for all parks.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, develop 30% of outstanding data sets identified in 1999 of basic natural resource inventories for George Washington Birthplace NM.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Data Sets	Unit Measure: Data Set	Condition (Desired): Developed	Total # Units in Baseline: 13	Status in base yr. (# Meeting Condition). 0	
Projected Performance Target, end of strategic planning period: 4					

FY01 Performance Plan Annual Goal text: By September 30, 2001, develop 1 of the outstanding data sets identified in 1999 of basic natural resource inventories for George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, develop 2 of the outstanding data sets identified in 1999 of basic natural resource inventories for George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, develop 3 of the outstanding data sets identified in 1999 of basic natural resource inventories for George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, develop 3 of the outstanding data sets identified in 1999 of basic natural resource inventories for George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, develop 4 of the outstanding data sets identified in 1999 of basic natural resource inventories for George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: 1b2A	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, Archeological sites inventoried and evaluated are increased by 30% (from FY 1999 baseline of 48,188 sites to 62,644).				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of George Washington Birthplace NM archeological sites inventoried, evaluated and listed in the National Park Service ASMIS is increased from 0 in FY 1999 to 3 (30% increase).			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Archaeological Sites	Unit Measure: Each Site	Condition (Desired): Recorded	Total # Units in Baseline: 0	Status in base yr. (# Meeting Condition). 0	
Projected Performance Target, end of strategic planning period: 3					

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of George Washington Birthplace NM archeological sites inventoried and evaluated are increased by 0.

FY02 Performance Plan Annual Goal text: By September 30, 2002, the number of George Washington Birthplace NM archeological sites inventoried and evaluated are increased by 0.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of George Washington Birthplace NM archeological sites inventoried and evaluated are increased by 1.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of George Washington Birthplace NM archeological sites inventoried and evaluated are increased by 2.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of George Washington Birthplace NM archeological sites inventoried and evaluated are increased by 3.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380		Date Prepared April 6, 2000		NPS Goal ID Number: 1b2C	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24,225).						Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, all 19 (100%) of George Washington Birthplace NM historic structures on the FY1999 List of Classified Structures (LCS) have updated information in their LCS records.						Baseline Year: FY1999	Target Year: 2005
Performance Indicator (what is measured): Records with Updated Information	Unit Measure: LCS Record	Condition (Desired): Updated	Total # Units in Baseline: 19	Status in base yr. (# Meeting Condition). 15			
Projected Performance Target, end of strategic planning period: 19							

FY01 Performance Plan Annual Goal text: By September 30, 2001, 78.9% of the historic structures listed in LCS have updated information. (15 of 19)

FY02 Performance Plan Annual Goal text: By September 30, 2002, 84.2% of the historic structures listed in LCS have updated information. (16 of 19)

FY03 Performance Plan Annual Goal text: By September 30, 2003, 89.5% of the historic structures listed in LCS have updated information. (17 of 19)

FY04 Performance Plan Annual Goal text: By September 30, 2004, 94.7% of the historic structures listed in LCS have updated information (18 of 19)

FY05 Performance Plan Annual Goal text: By September 30, 2005, 100% of the historic structures listed in LCS have updated information. (19 of 19)

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: lb3	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 80% of 265 parks with significant natural resources have identified their vital signs for natural resource monitoring.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, George Washington Birthplace NM has identified its vital signs for natural resource monitoring.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Identified Vital Sign	Unit Measure: Park	Condition (Desired): Vital Signs Identified	Total # Units in Baseline: 1	Status in base yr. (# Meeting Condition). 0	
Projected Performance Target, end of strategic planning period: 1					

FY01 Performance Plan Annual Goal text: By September 30, 2001, George Washington Birthplace NM has identified 0 of its vital signs for natural resource monitoring.

FY02 Performance Plan Annual Goal text: By September 30, 2002, George Washington Birthplace NM has identified 0 of its vital signs for natural resource monitoring.

FY03 Performance Plan Annual Goal text: By September 30, 2003, George Washington Birthplace NM has identified 0 of its vital signs for natural resource monitoring.

FY04 Performance Plan Annual Goal text: By September 30, 2004, George Washington Birthplace NM has identified 1 of its vital signs for natural resource monitoring.

FY05 Performance Plan Annual Goal text: By September 30, 2005, George Washington Birthplace NM has identified 1 of its vital signs for natural resource monitoring.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IIa1	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 95% of visitors to George Washington Birthplace NM are satisfied with appropriate park facilities, services, and recreational opportunities.			Baseline Year: FY1998	Target Year: 2005	
Performance Indicator (what is measured): Visitor Satisfaction	Unit Measure: % Visitors Satisfied	Condition (Desired): Satisfied Visitors	Total # Units in Baseline: 95%	Status in base yr. (# Meeting Condition). 95%	
Projected Performance Target, end of strategic planning period: 95%					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities at George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: Ila2	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, The visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY 1992 - FY 1996 baseline of 9.48 per 100,000 visitor days].				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, visitor accidents at George Washington Birthplace NM are reduced or maintained at the FY1992-FY1996 five-year average of 2.			Baseline Year: FY1992-FY1996	Target Year: 2005	
Performance Indicator (what is measured): Visitor Accident	Unit Measure: Visitor Accident	Condition (Desired): Safe Visitors	Total # Units in Baseline: 2	Status in base yr. (# Meeting Condition). 2	
Projected Performance Target, end of strategic planning period: 2					

FY01 Performance Plan Annual Goal text: By September 30, 2001, visitor accidents at George Washington Birthplace NM will be at or below 2.

FY02 Performance Plan Annual Goal text: By September 30, 2002, visitor accidents at George Washington Birthplace NM will be at or below 2.

FY03 Performance Plan Annual Goal text: By September 30, 2003, visitor accidents at George Washington Birthplace NM will be at or below 2.

FY04 Performance Plan Annual Goal text: By September 30, 2004, visitor accidents at George Washington Birthplace NM will be at or below 2.

FY05 Performance Plan Annual Goal text: By September 30, 2005, visitor accidents at George Washington Birthplace NM will be at or below 2.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IIb1	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 95% of George Washington Birthplace NM visitors understand and appreciate the significance of the park.			Baseline Year: FY1998	Target Year: 2005	
Performance Indicator (what is measured): Visitor Understanding	Unit Measure: % of Visitors	Condition (Desired): Understand and Appreciate	Total # Units in Baseline: 63%	Status in base yr. (# Meeting Condition). 63%	
Projected Performance Target, end of strategic planning period: 95%					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 95% of visitors understand and appreciate the significance of George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 95% of visitors understand and appreciate the significance of George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 95% of visitors understand and appreciate the significance of George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 95% of visitors understand and appreciate the significance of George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 95% of visitors understand and appreciate the significance of George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: 11b1X	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, (Park determined %) of (pk determined target # of students) participating in NPS formal educational programs understand America's cultural and natural heritage as preserved by National Park Service and its Programs.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 70% of 4,950 participants in George Washington Birthplace NM formal educational programs understand America's cultural and natural heritage preserved by the National Park Service and its programs.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): % Understanding	Unit Measure: Percent	Condition (Desired): Understanding	Total # Units in Baseline: 0	Status in base yr. (# Meeting Condition): 0	
Projected Performance Target, end of strategic planning period: 70%.					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 70% of 450 students (in FY2001) participating in formal educational programs at George Washington Birthplace NM understand America's cultural and natural heritage as preserved by National Park Service.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 70% of 900 students (in FY2002) participating in formal educational programs at George Washington Birthplace NM understand America's cultural and natural heritage as preserved by National Park Service.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 70% of 1200 students (in FY2003) participating in formal educational programs at George Washington Birthplace NM understand America's cultural and natural heritage as preserved by National Park Service.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 70% of 1200 students (in FY2004) participating in formal educational programs at George Washington Birthplace NM understand America's cultural and natural heritage as preserved by National Park Service.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 70% of 1200 students (in FY2005) participating in formal educational programs at George Washington Birthplace NM understand America's cultural and natural heritage as preserved by National Park Service.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVa3A	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 100% of George Washington Birthplace NM employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.			Baseline Year: Each year	Target Year: 2005	
Performance Indicator (what is measured): Performance Standards	Unit Measure: Each Employee Performance Plan	Condition (Desired): Linked to Goals	Total # Units in Baseline: 21	Status in base yr. (# Meeting Condition). N/A	
Projected Performance Target, end of strategic planning period: 21					

FY01 Performance Plan Annual Goal text: By September 30, 2001, 100% of employee performance plans are linked to appropriate strategic and annual performance goals at George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, 100% of employee performance plans are linked to appropriate strategic and annual performance goals at George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, 100% of employees have performance plans linked to appropriate strategic and annual performance goals at George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, 100% of employee performance plans maintain link to appropriate strategic and annual performance goals at George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, 100% of employee performance plans maintain link to appropriate strategic and annual performance goals at George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVa4A
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, Increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% in the 9 targeted occupational series in the permanent workforce.				Park/Program Goal ID Number:
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of George Washington Birthplace NM permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is maintained at the FY1999 level of 2.			Baseline Year: FY1999	Target Year: 2005
Performance Indicator (what is measured): New Hires	Unit Measure: Each Position	Condition (Desired): Positions Filled with Underrepresented Employees.	Total # Units in Baseline: 9	Status in base yr. (# Meeting Condition). 2
Projected Performance Target, end of strategic planning period: 2				

FY01 Performance Plan Annual Goal text: By September 30, 2001, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, maintain 1999 levels of the representation of underrepresented groups in each of the targeted occupational series at George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVa4B	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary and seasonal workforce.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the total number of George Washington Birthplace NM temporary/seasonal positions annually filled by women and minorities is maintained at the FY 1999 level of 60%.			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): Positions	Unit Measure: Each Position	Condition (Desired): Positions Filled by Women & Minorities	Total # Units in Baseline: 10	Status in base yr. (# Meeting Condition). 6	
Projected Performance Target, end of strategic planning period: 6					

FY01 Performance Plan Annual Goal text: By September 30, 2001, the total number of George Washington Birthplace NM temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 60%.

FY02 Performance Plan Annual Goal text : By September 30, 2002, the total number of George Washington Birthplace NM temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 60%.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the total number of George Washington Birthplace NM temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 60%.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the total number of George Washington Birthplace NM temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 60%.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the total number of George Washington Birthplace NM temporary/seasonal positions annually filled by women and minorities is maintained at the FY1999 level of 60%.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVa4C	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, Increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the permanent workforce.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of George Washington Birthplace NM permanent positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).			Baseline Year: FY1999	Target Year: 2005	
Performance Indicator (what is measured): New Hires	Unit Measure: Each Position	Condition (Desired): Positions Filled by Individuals with Disabilities	Total # Units in Baseline: 21	Status in base yr. (# Meeting Condition). 0	
Projected Performance Target, end of strategic planning period: 1					

FY01 Performance Plan Annual Goal text: By September 30, 2001, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the permanent workforce at George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the permanent workforce at George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the permanent workforce at George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the permanent workforce at George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, increase the representation of underrepresented groups over the 1999 baseline by 100% of individuals with disabilities in the permanent workforce at George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVa4D
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 10% of individuals with disabilities in the seasonal and temporary workforce				Park/Program Goal ID Number:
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of George Washington Birthplace NM temporary/seasonal positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).			Baseline Year: FY1999	Target Year: 2005
Performance Indicator (what is measured): New Hires	Unit Measure: Each Position	Condition (Desired): Positions Filled by Individuals with Disabilities	Total # Units in Baseline: 0	Status in base yr. (# Meeting Condition). 0
Projected Performance Target, end of strategic planning period: 1				

FY01 Performance Plan Annual Goal text: By September 30, 2001, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the seasonal and temporary workforce at George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the seasonal and temporary workforce at George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the seasonal and temporary workforce at George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, increase the representation of underrepresented groups over the 1999 baseline by 0% of individuals with disabilities in the seasonal and temporary workforce at George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, increase the representation of underrepresented groups over the 1999 baseline by 100% of individuals with disabilities in the seasonal and temporary workforce at George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVa6A	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of George Washington Birthplace NM employee lost-time injuries is reduced from the FY1992-FY1996 five-year annual average of 6.			Baseline Year: FY1992-FY1996	Target Year: 2005	
Performance Indicator (what is measured): Employee Lost-time Injuries	Unit Measure: Each Lost-time injury	Condition (Desired): Reduce Lost-time Injuries	Total # Units in Baseline: 6	Status in base yr. (# Meeting Condition): 6	
Projected Performance Target, end of strategic planning period: at or below 6					

FY01 Performance Plan Annual Goal text: By September 30, 2001, the number of George Washington Birthplace NM employee lost-time injuries is at or below the FY1992-FY1996 five-year annual average of 6.

FY02 Performance Plan Annual Goal text: By September 30, 2002, the number of George Washington Birthplace NM employee lost-time injuries is at or below the FY1992-FY1996 five-year annual average of 6.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the number of George Washington Birthplace NM employee lost-time injuries is at or below the FY1992-FY1996 five-year annual average of 6.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the number of George Washington Birthplace NM employee lost-time injuries is at or below the FY1992-FY1996 five-year annual average of 6.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the number of George Washington Birthplace NM employee lost-time injuries is at or below the FY1992-FY1996 five-year annual average of 6.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVa6B	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, the servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,100 hours.				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, the number of George Washington Birthplace NM hours of Continuation of Pay will be at or below 73.2.			Baseline Year: FY1992-FY1996	Target Year: 2005	
Performance Indicator (what is measured): Employee COP Hours	Unit Measure: Each COP Hours	Condition (Desired): Reduced COP Hours	Total # Units in Baseline: 73.2	Status in base yr. (# Meeting Condition). 73.2	
Projected Performance Target, end of strategic planning period: 73.2					

FY01 Performance Plan Annual Goal text: By September 30, 2001, the total number of hours of Continuation of Pay (COP) will be at or below 73.2 hours for George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, the total number of hours of Continuation of Pay (COP) will be at or below 73.2 hours for George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, the total number of hours of Continuation of Pay (COP) will be at or below 73.2 hours for George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, the total number of hours of Continuation of Pay (COP) will be at or below 73.2 hours for George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, the total number of hours of Continuation of Pay (COP) will be at or below 73.2 hours for George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVb1	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, Increase by 44.7% the number of volunteer hours [from 3.8 million hours in 1997 to 5.5 million hours].				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, 2005, the number of George Washington Birthplace NM volunteer hours is increased from 1317 in FY1997 to 1905 (44.7%increase).			Baseline Year: FY1997	Target Year: 2005	
Performance Indicator (what is measured): Volunteer Hours	Unit Measure: Hour	Condition (Desired): Increased	Total # Units in Baseline: 1317	Status in base yr. (# Meeting Condition). 1317	
Projected Performance Target, end of strategic planning period: 1905					

FY01 Performance Plan Annual Goal text: By September 30, 2001, increase by 21.1% the number of volunteer hours (from 1317 hours in 1997 to 1593 hours) at George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, increase by 26.3% the number of volunteer hours (from 1317 hours in 1997 to 1663 hours) at George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, increase by 31.6% the number of volunteer hours (from 1317 hours in 1997 to 1733 hours) at George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, increase by 36.8% the number of volunteer hours (from 1317 hours in 1997 to 1802 hours) at George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, increase by 44.7% the number of volunteer hours (from 1317 hours in 1997 to 1905 hours) at George Washington Birthplace NM.

A - FOR STRATEGIC PLAN

Park/Program Name George Washington Birthplace NM		Park/Program Org Code: 4380	Date Prepared April 6, 2000	NPS Goal ID Number: IVb2A	
NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, Cash donations are increased by 3.6% [from \$14.476 million in 1998 to \$15 million].				Park/Program Goal ID Number:	
Long-term Goal Performance Target (Park/Program Long-term Goal text; adjust date for end of current strategic planning period): By September 30, 2005, cash donations to George Washington Birthplace NM are increased from \$170.00 in FY1997 to \$176.00 (3.6% increase)			Baseline Year: FY1997	Target Year: 2005	
Performance Indicator (what is measured): Value	Unit Measure: Dollars	Condition (Desired): Maintained	Total # Units in Baseline: \$170.00	Status in base yr. (# Meeting Condition). \$170.00	
Projected Performance Target, end of strategic planning period: \$176.00					

FY01 Performance Plan Annual Goal text: By September 30, 2001, cash donations are increased by 0.9% at George Washington Birthplace NM.

FY02 Performance Plan Annual Goal text: By September 30, 2002, cash donations are increased by 1.55% at George Washington Birthplace NM.

FY03 Performance Plan Annual Goal text: By September 30, 2003, cash donations are increased by 2.24% at George Washington Birthplace NM.

FY04 Performance Plan Annual Goal text: By September 30, 2004, cash donations are increased by 2.93% at George Washington Birthplace NM.

FY05 Performance Plan Annual Goal text: By September 30, 2005, cash donations are increased by 3.62% at George Washington Birthplace NM.